

City of Germantown

SPIRIT Nomination Form

Employee's Name: Nicholas Godwin Dept: Police

Nominator's Name: A. Janelli Dept: Police

Describe how the nominee demonstrates the core values of service excellence, producing A+ results, initiative, responsibility, innovation and teamwork. Statement should include detailed examples and can be no longer than 2 pages in length.

I would like to nominate Lieutenant Nicholas Godwin for the SPIRIT Award.

1. Service Excellence- Lt. Godwin is one of the best Lieutenants this Police Department has ever had. He is excellent at evaluating situations and determining not only the best course of action to take from a law enforcement standpoint, but for the citizen's as well. He is receptive to citizen's concerns and investigates complaints and concerns brought to his attention expeditiously. He is courteous when speaking with citizens and handles himself in a highly professional manner. He is always open to provide guidance to the patrol officers under his supervision and will do everything in his power to ensure quality responses to citizens' needs. He is also a dedicated member of the Police Department's SWAT team and has been for at least eight years and continues to balance his patrol supervisor duties with his SWAT duties seemingly effortlessly.
2. Producing A+ Results- From his first week as a Lieutenant, Lt. Godwin has been given the task of handling some very unique and chaotic challenges. He serves this community very well during both times of tranquility and times under great pressure. He will go out into the field and answer calls for service in lieu of allowing calls to stack up, causing citizens to have to wait longer for assistance, or calling officers in for overtime when the shift gets inundated with calls for service. He works hand-in-hand with the officers on his shift to get the job done, no matter what that job is. If an officer needs help learning about or understanding any aspect of their duties, Lt. Godwin will teach them anyway he can so that the officer knows how to handle the task. As he is responsible for the shift schedule, he is always mindful of his staffing levels and the needs of the shift in order to serve the city's needs for law enforcement. Lt. Godwin is also humble enough to learn from his mistakes, on the rare instance that he makes one, and does not repeat them.
3. Initiative- Lt. Godwin was always a pro-active officer, and now that he is in a supervisory role, he has not changed. He thinks and plans ahead for any upcoming events and known problems that he and his shift will have to deal with. He does his best to get all of his required work completed so he can focus on the unknown and on the long-term tasks set for him in his position. He completes his employee evaluations as thoroughly and timely as possible, frequently having them completed early. He meets any situation thoughtfully,

tactically, and straightforward. He never shows that he is under stress, regardless of the situation. His calm demeanor enables him to focus and make the best decisions possible based on Department and City policies and State and Federal laws.

4. Responsible- Lt. Godwin takes his position and the duties and responsibilities that come with it very seriously. He genuinely cares for the people he supervises, and for the people he serves. He manages the shift schedule, training needs, officers' needs, department's needs, and citizens' needs, all without breaking a sweat. If he has any doubt about anything, he consults policy and the law. He balances his need to train with the SWAT team, as a SWAT Lieutenant, with his patrol supervisor duties...and both would be a full-time task individually. Lt Godwin's direct patrol supervisor says that "outstanding is not an adjective that can be used to define him" as it falls tragically short of the man, his actions, and his capabilities.
5. Innovative- Lt. Godwin is always adapting to the challenges that arise in law enforcement. He constantly reviews legal updates and Police articles to learn from other people's actions and adapt the positive aspects for his shift and this Department. He makes sure that every officer on his shift attends the required training set by the State, the City, and the Chief of Police. Lt. Godwin also examines different SWAT procedures and works with the team to implement the practices that are within the scope of the law and policy that maximize efficiency and minimizes risk to all parties involved.
6. Teamwork- Lt. Godwin is the ultimate team player. He works side-by-side with the patrol officers and the SWAT team. He does not treat his officers like he is above them, rather he stands beside them. He works well with the other patrol supervisors as well. He regularly is willing to switch shift hours with other supervisors to help them cover their shift for training and balance their non-work lives as well. He responds to SWAT call-outs at all hours of the morning and then will cover his shift if he is the only available supervisor. He also participates in the SWAT details such as the Presidential security details that come through Memphis and Shelby County and he works with the Germantown SWAT team, Memphis TACT Unit, and other agencies assigned to the details with no qualms or problems.

I hope that you accept this SPIRIT Award nomination for Lieutenant Nicholas Godwin for serious consideration. He is a hard working, dedicated employee who, I feel, is highly deserving of this committee's recognition.

Thank you for your time.

A. Janelli